



**Title:** Executive Director  
**Job Type:** Full Time, Exempt  
**Reports to:** Board of Directors

**About Louisa County Resource Council:**

We are dedicated to providing essential services to Louisa County residents in need. Our mission is to ensure that neighbors in need have access to life-sustaining resources, including food, water, emergency food assistance, and clothing. LCRC also provides dental assistance and car repair assistance for qualifying residents, as well as information and referral services regarding additional resources in the community.

**Position Summary:**

The Executive Director of the Louisa County Resource Council provides visionary leadership, strategic direction, and operational oversight to advance the organization’s mission. The goal of this position is to maintain and expand community partnerships while defining and delivering meaningful, measurable impact. Being a mission-driven and collaborative leader that can leverage relationships, develop intentional partnerships, and build networks is essential for success in this role.

**Key Functions:**

Organizational Management

- Provide leadership and oversight for daily operations, including facilities and equipment, and program management, to ensure alignment with the organization’s mission
- Serve as the primary spokesperson, community liaison, strategic partner, and thought leader for LCRC within the community
- Ensure organizational compliance with applicable regulatory requirements
- Support budget planning and financial forecasting in collaboration with the Board Treasurer, ensuring daily operations align with approved budgets
- Collaborate with the board and staff to lead fundraising efforts, including individual giving, special events, grant submissions and reporting, and ongoing donor stewardship

Program Development

- Collaborate with board and staff to evaluate new and existing programs that align with the organization’s mission and address community needs
- Oversee continuous improvement of program strategies to enhance effectiveness, scalability, and community engagement



- Ensure programs comply with funding requirements while fostering partnerships to maximize reach and impact

#### Staff Development

- Create a collaborative, team culture through open communication, mutual respect, and shared accountability
- Perform human resource functions, including hiring staff and annual performance evaluations, and staff succession planning
- Oversee volunteer engagement efforts, ensuring volunteers are effectively matched with needed functions at LCRC and other local nonprofit needs

#### Skills & Characteristics:

- Strong written and verbal communication skills, with the ability to effectively engage internal and external stakeholders and represent the organization with confidence
- Passion for problem-solving and addressing the evolving needs of Louisiana County
- Ability to influence and inspire existing and new partners, donors, and community leaders
- Strong critical thinking skills with the ability to design and implement systems that improve organizational effectiveness and efficiency
- Ability to work with Board Leadership in building a healthy reporting and working relationship
- Committed to managing the organization's partnership with Louisiana County Officials to support local needs including emergency preparedness and response

#### Qualifications:

- Bachelor's degree is highly preferred; senior leadership experience may be considered in lieu of a degree
- Demonstrated ability to manage annual budgets, develop donor relationships, and manage vendor contracts
- Proven track record of building and maintaining strategic partnerships across multiple sectors and experience working with boards of directors and community stakeholders
- Ability to develop knowledge of the needs in Louisiana County through lived or work experience is preferred

#### Compensation & Benefits:

- Competitive salary range between \$65,000 - \$75,000 annually, commensurate with experience
- Flexible leave policy to support employee well-being and work-life balance



**Application Process:**

To apply please submit a resume and cover letter to the Louisa County Resource Council Search Committee at [louisaresource@gmail.com](mailto:louisaresource@gmail.com) by February 23, 2026.

Learn more about the Louisa County Resource Council at <https://louisaresource.org/>.

The Louisa County Resource Council is an equal opportunity employer committed to diversity, equity, inclusion and belonging. We encourage applications from candidates of all backgrounds and experiences who meet the required qualifications.